

SECRET  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 057303	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) GOODPASTURE, Ann L.			2. DATE OF BIRTH 28 Nov 1918	3. SEX F	4. GRADE GS-13
5. SD D					
6. OFFICIAL POSITION/TITLE Operations Officer			7. OFF/DIV/BR OF ASSIGNMENT DDP WH 3		8. CURRENT STATION Mexico City
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
XX	CAREER	RESERVE	TEMPORARY	INITIAL	REASSIGNMENT SUPERVISOR
	CAREER-PROVISIONAL (See instructions - Section C)		XX	ANNUAL	REASSIGNMENT EMPLOYEE
	SPECIAL (Specify):		SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P. 28 February 1964			12. REPORTING PERIOD (From- to-) 1 January - 31 December 1963		
SECTION B PERFORMANCE EVALUATION					
W - <u>Weak</u> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment, or to separation. Describe action taken or proposed in Section C.					
A - <u>Adequate</u> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.					
P - <u>Proficient</u> Performance is more than satisfactory. Desired results are being produced in a proficient manner.					
S - <u>Strong</u> Performance is characterized by exceptional proficiency.					
O - <u>Outstanding</u> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 LIEMPTY Project - Working with Jeremy L. NIARCOS (regular contact and case officer) supervises work of three photo bases operating against Soviet Embassy; processes take; identifies Soviets and intelligence function. Alternate contact with staff agent.					RATING LETTER O
SPECIFIC DUTY NO. 2 Liaison with Legal Attache, Army, Navy and Air on routine CE cases. Assists COS and DCOS on non-specialized cases as they occur.					RATING LETTER O
SPECIFIC DUTY NO. 3 Contact for Orville HORSEFALL (staff agent), translator, processor. Contact for Arnold F. AREHART, LIENVOY. Contact for Jeremy K. BENADUM, LITEMPO.					RATING LETTER O
SPECIFIC DUTY NO. 4 Alternate photographer, flaps and seals technician.					RATING LETTER O
SPECIFIC DUTY NO. 5 Case officer on some CE cases.					RATING LETTER O
SPECIFIC DUTY NO. 6 Generally responsible for preparation of operational briefing papers, charts, and photographic presentations for COS briefing of visiting firemen.					RATING LETTER O
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER O
9 MAR 1964					

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OFFICE OF PERSONNEL

<b>SECTION C</b>			<b>NARRATIVE COMMENTS</b>		
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. <u>Manner of performance of managerial or supervisory duties must be described, if applicable.</u></p> <p>This officer has continued to perform all duties assigned -- and they are varied -- from the pick-up of reels, transcriptions, CE case studies to photography, flaps and seals, in an outstanding manner.</p> <p>This officer, when replaced, will need two or three "replacements" unless a most unusual person is sent to replace him.</p>					
<b>SECTION D</b>			<b>CERTIFICATION AND COMMENTS</b>		
<b>1. BY EMPLOYEE</b>					
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT					
DATE 14 January 1964		SIGNATURE OF EMPLOYEE /S/ Ann L. Goodpasture			
<b>2. BY SUPERVISOR</b>					
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION		IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION			
DATE 14 January 1964		OFFICIAL TITLE OF SUPERVISOR Chief of Station		TYPED OR PRINTED NAME AND SIGNATURE /S/ Winston E. Scott	
<b>3. BY REVIEWING OFFICIAL</b>					
COMMENTS OF REVIEWING OFFICIAL					
<p>Although this employee is a fine intelligence officer and has worked very hard for the Chief of Station, Mexico City, I consider the rating of Outstanding in all specific duties and for over-all performance to be excessively high. Reporting on the activities she supervises has been as good as that from other Mexico City operations but is still not up to DDP standards. While most of the projects she is concerned with are handled with proper cost consciousness, at least one of them, the LITEMPO Project, is not. The agents are paid too much and their activities are not adequately reported. This has been called to the station's attention.</p>					
DATE 4 March 1964		OFFICIAL TITLE OF REVIEWING OFFICIAL C/WH/3		TYPED OR PRINTED NAME AND SIGNATURE John M. Whitten	

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RECOMMENDATION FOR HONOR OR MERIT AWARD  
(Submit in triplicate - see HR 20-37)

SECTION A PERSONAL DATA				
1. EMP. SER. NO. 057303	2. NAME OF PERSON RECOMMENDED (Last, First, Middle) Goodpasture, Ann Lorene		3. POSITION TITLE Ops Officer	4. GRADE GS-13
5. SD D				
6. OFFICE OF ASSIGNMENT DDO/CI Staff	7. OFFICE EXT. (If hrs)	8. STATION <input checked="" type="checkbox"/> HEADQUARTERS <input type="checkbox"/> FIELD (Specify location)		
9. HOME ADDRESS (No., St., City, State, ZIP Code) 4200 Cathedral Ave., Wash., D.C.		10. HOME PHONE 244-1657	11. CITIZENSHIP AND HOW ACQUIRED U.S. Birth	
12. RECOMMENDED AWARD Career Intelligence Medal		13. IF RETIRING, DATE OF RETIREMENT 23 October 1973	14. POSTHUMOUS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
15. NAME OF NEXT OF KIN C. H. Goodpasture	16. RELATIONSHIP Father	17. HOME ADDRESS (No., St., City, State, ZIP Code) Livingston, Tenn.	18. HOME PHONE	
SECTION B RECOMMENDATION FOR AWARD FOR HEROIC ACTION OR ACCEPTANCE OF HAZARD				
19. WERE YOU AN EYEWITNESS TO THE ACT <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO				
PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD:				
20. FULL NAME		21. ORGN. TITLE	22. GRADE	23. OFFICE OF ASSIGNMENT
LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT:				
24. FULL NAME		25. AWARD RECOMMENDED		
CONDITIONS UNDER WHICH ACT WAS PERFORMED:				
26. LOCATION		27. INCLUSIVE DATES	28. TIME OF DAY	
29. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED				
30. DATES FOR WHICH AWARD RECOMMENDED		31. ASSIGNMENT COMPLETED <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		32. NOW IN SAME OR RELATED ASSIGNMENT <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
SECTION C RECOMMENDATION FOR AWARD FOR ACHIEVEMENT, SERVICE, OR PERFORMANCE				
33. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO				
34. OFFICIAL ASSIGNMENT OF PERSON RECOMMENDED AT TIME OF SERVICE OR PERFORMANCE Headquarters				
35. COMPONENT OR STATION (Designation and location) DDO/WH				
36. DUTIES AND RESPONSIBILITIES OF ASSIGNED POSITION Operations officer completing 30 years of service in the Agency and its predecessor organizations.				
37. INCLUSIVE DATES FOR WHICH RECOMMENDED 1947 - 1973		38. ASSIGNMENT COMPLETED <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		39. NOW IN SAME OR RELATED ASSIGNMENT <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
PERSONNEL WHO ASSISTED OR CONTRIBUTED SUBSTANTIALLY TO THE SERVICE OR PERFORMANCE				
40. FULL NAME Mr. Winfield Scott		41. ORGN. TITLE	42. GRADE GS-18	43. OFFICE OF ASSIGNMENT Mexico City
LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN THE PERFORMANCE				
44. FULL NAME Mr. Winfield Scott		45. TYPE OF AWARD		

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SECTION D NARRATIVE DESCRIPTION

Award for Heroic Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding, and if it was more than normally expected. Explain, why, and how. If an aerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. Indicate results of the act. Enclose unclassified citation.

Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; include dates of assignment and relief.) What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance rendered by other persons or units. What obstacles were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation already on file which supports this recommendation. Enclose unclassified citation.

Miss Goodpasture has been on sick leave since July 1972 awaiting medical retirement in October 1973. She is a charter member of the Agency, having entered on duty from OSS and its successor organizations. Her career is highly distinguished by virtue of consistently strong to outstanding performance, all of which is fully documented.

In addition to several staff and desk assignments, Miss Goodpasture served in support of the successful coup against the communist government in Guatemala in 1954 and completed tours of duty in Bombay, Monterrey and Mexico City. Undoubtedly, the high point of her career occurred during her service in Mexico City from 1957 through 1970, where she served as a "trouble-shooting" case officer for the incomparable Winfield Scott (deceased), who was then the Chief of Station. Mr. Scott, a stern task-master, described Miss Goodpasture over these years as "intelligent, hard-working, conscientious, versatile, valuable and unquestionably one of the most competent CI/CE officers he ever had the privilege of working with." Miss Goodpasture's fitness reports were totally consistent with this appraisal, and were characterized by outstanding ratings. In her final assignment prior to acute medical problems, she worked for the CI Staff (October 1970-October 1971), earning the following remarks from her supervisor: "...I venture to rate her overall performance, thirty years of it, as Outstanding. Ann is one of the tough warp-threads on which this organization is woven, and when she retires the fabric of this organization will be weakened." The reviewing official agreed with the above and recorded his hope that Miss Goodpasture get the official Agency recognition she so richly deserves for the many years she has made substantive

CONTINUED ON ATTACHED SHEET

46. ENCLOSURES (List individually) IF ORIGINATOR IS NOT AN EYEWITNESS OR DOES NOT HAVE PERSONAL KNOWLEDGE OF THE ACT OR PERFORMANCE, ATTACH AFFIDAVITS OF EYEWITNESS OR INDIVIDUALS HAVING PERSONAL KNOWLEDGE OF THE FACTS.

- 1. PROPOSED CITATION
- 2.
- 3.

47. RECOMMENDATION INITIATED BY  David A. Phillips	48. TITLE AND SIGNATURE OF EMPLOYEE MAKING RECOMMENDATION  Chief, WH Division	49. DATE  21 JUN 1973
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SECTION E RECOMMENDATION FORWARDED THROUGH OFFICIALS CONCERNED FOR THEIR INFORMATION

50. HEAD OF D CAREER SERVICE (Career service of nominee)	TITLE AND SIGNATURE See Item #52	DATE
51. DEPUTY DIRECTOR OF CAREER SERVICE	TITLE AND SIGNATURE See Item #52	DATE
52. DEPUTY DIRECTOR OF OPERATING COMPONENT	TITLE AND SIGNATURE Deputy Director for Operations	DATE 2 AUG 1973

SECRET

## RECOMMENDATION FOR CAREER INTELLIGENCE MEDAL (CON'D)

## SECTION D

contribution to the Clandestine Service.

By virtue of unusual dedication to duty which over a period of several years, included consistently long hours, superior performance and tangible achievement in sensitive matters of national security, Miss Goodpasture has excelled as an operations officer. She was the case officer who was responsible for the identification of Lee Harvey Oswald in his dealings with the Cuban Embassy in Mexico. She was also responsible for other important and successful operations against Soviet penetration efforts directed toward the United States from Mexico. She would rather work than rest, and when she works, she always impresses her superiors with her mastery over her craft. For thirty years Miss Goodpasture has given unstintingly of herself to the cause and mission of this Agency; the Agency owes her formal acknowledgement of appreciation.